



DEVELOPING ETHICAL CIVIL DISCOURSE SKILLS

Guided Self-Reflection Rubric and Action Plan for Educators

PURPOSE

The **Guided Self-Reflection Rubric and Action Plan** is designed to help educators: (1) think about how well they use the skills associated with Civil Discourse and (2) identify what they can do to enhance their use of these skills.

Definition: *Civil discourse is conversation about important but challenging issues that incorporates the values of care, compassion, and kindness; humility; integrity; mutual respect; and the ability to engage honestly with others' perspectives.*

The five core values of civic discourse are: (1) care, compassion, kindness, (2) honest perspective taking, (3) humility, (4) integrity, and (5) mutual respect. You are asked to rate yourself on the degree to which you use the **skills** associated with each of these values. See the Summary of the project, discussion of civil discourse and definitions of the values here, relevant references, context necessary for civil discourse, and online materials for teaching civil discourse.

Please note that these self-assessment tools are designed solely for personal reflection and development. They are not intended for formal evaluation or screening. We encourage researchers to use the tools, and after appropriate Institutional Review Board review, to share their findings with us.

DIRECTIONS

Completing this tool takes about 10- 15 minutes

1. First **read the definition of each value** (blue banner)
2. Second, for each **skill** in Column 1, **assess the skills** as ones *you already use* and/or those that *you want to strengthen*.

Skills	Assess Yourself	Action Plan What 1-2 skills are you going to try to increase? How will you do this?
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3. In the last column select 1-2 skills you want to increase, and write down **what you will do** to enhance your use of the skill. For example, you might write, "I will count to ten silently before I respond in frustration or talk over someone else."
4. Date and save your self-reflections to note your growth in the skills associated with civil discourse as **you continue to use the self-reflection tool**.

Value: CARE, COMPASSION, KINDNESS

Date: _____

GUIDED SELF-REFLECTION RUBRIC

Use this rubric to evaluate your ethical **civil discourse skills**:

Care, Compassion, Kindness		
I show care, compassion, and kindness when I do something for the benefit (good) of someone else without expecting anything in return.		
Skills	Assess Yourself (circle answer)	Action Plan: What 1-2 skills are you going to try to increase? How will you do this?
1. I look for ways to help and cooperate with others.	I always do this I do this sometimes I don't yet do this	
2. I listen with empathy when someone is sad, angry, or afraid.	I always do this I do this sometimes I don't yet do this	
3. I notice who is left out and invite them to join.	I always do this I do this sometimes I don't yet do this	
4. I draw attention to points that have been ignored in a discussion.	I always do this I do this sometimes I don't yet do this	
5. I step in and stop someone who is insulting another person or doing harm to them.	I always do this I do this sometimes I don't yet do this	

Value: HONEST PERSPECTIVE TAKING

Date: _____

GUIDED SELF-REFLECTION RUBRIC

Use this rubric to evaluate your ethical **civil discourse skills**:

Honest Perspective Taking		
I engage in honest perspective taking when I am open to listening, thinking about, working to understand, and considering ideas, opinions, and values that might be different from my own.		
Skills	Assess Yourself (circle answer)	Action Plan: What 1-2 skills will you try to increase? How will you do this?
1. I listen to other people and allow them to define themselves and tell their story.	I always do this I do this sometimes I don't yet do this	
2. I show I understand there are multiple opinions by paraphrasing what others say.	I always do this I do this sometimes I don't yet do this	
3. I talk and work with people who are different from me (e.g., race, ethnicity, religious beliefs, sexual orientation, SES, political ideology).	I always do this I do this sometimes I don't yet do this	
4. I distinguish between opinions and facts, as well as referencing the source of the facts I use in making an argument.	I always do this I do this sometimes I don't yet do this	
5. I tell others that I can agree to disagree when we cannot reach an agreement.	I always do this I do this sometimes I don't yet do this	

Value: HUMILITY

Date: _____

GUIDED SELF-REFLECTION RUBRIC

Use this rubric to evaluate your ethical **civil discourse skills**:

Humility I show humility when I value the strengths, viewpoints, and wisdom of others. I work to be aware of my biases, am open to learning from others, and acknowledge that we all make mistakes.		
Skills	Assess Yourself (circle answer)	Action Plan: What 1-2 skills will you try to increase? How will you do this?
1. I identify my biases and privileges and work to acknowledge and correct them.	I always do this I do this sometimes I don't yet do this	
2. I state my biases when talking with others.	I always do this I do this sometimes I don't yet do this	
3. I manage my discomfort and do not quickly discontinue conversations when there is disagreement.	I always do this I do this sometimes I don't yet do this	
4. I accept "not knowing" as a part of my plan for growth and not an indication of my failure.	I always do this I do this sometimes I don't yet do this	
5. I accept that my voice is one of many and that I must allow others to use their voices before we can come to resolution.	I always do this I do this sometimes I don't yet do this	

Value: INTEGRITY

Date: _____

GUIDED SELF-REFLECTION RUBRIC

Use this rubric to evaluate your ethical **civil discourse skills**:

Integrity		
I show integrity when I am honest, true to my values, and demonstrate a high standard of trustworthiness.		
Skills	Assess Yourself	Action Plan: What 1-2 skills will you try to increase? How will you do this?
1. I am honest and tell the truth. I say what I genuinely believe and use "I think" or "I feel" statements.	I always do this I do this sometimes I don't yet do this	
2. I give people credit for their ideas when I use them (instead of calling their ideas my own).	I always do this I do this sometimes I don't yet do this	
3. I take responsibility for what I have said or done, even in cases where I'm not proud of it.	I always do this I do this sometimes I don't yet do this	
4. If I say or do something that offends someone, I fix it by apologizing or repairing the harm.	I always do this I do this sometimes I don't yet do this	

Value: MUTUAL RESPECT

Date: _____

GUIDED SELF-REFLECTION RUBRIC

Use this rubric to evaluate your ethical **civil discourse skills**:

Mutual Respect		
I show mutual respect when I give and receive feedback that is constructive, helpful, and considerate of others, and show high expectations for myself and the group.		
Skills	Assess Yourself (circle answer)	Action Plan: What 1-2 skills will you try to increase? How will you do this?
1. I provide feedback to others that includes praise for effort and improvement, and constructive criticism when those goals are not met.	I always do this I do this sometimes I don't yet do this	
2. When I agree or disagree with others, I base my comments on ideas rather than on people's personal characteristics.	I always do this I do this sometimes I don't yet do this	
3. I state my expectations for others to strive for high standards of achievement and skill, and I recognize these accomplishments when achieved.	I always do this I do this sometimes I don't yet do this	
4. I assume that every person acts with good intentions and seek clarification if it appears otherwise.	I always do this I do this sometimes I don't yet do this	